

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MARCH 12, 1976, IN THE FACULTY
CONFERENCE ROOM, SIXTH FLOOR,
LISNER HALL

1 Provost Bright called the meeting to order at 2:15 p.m.

Present: President Elliott, Provost Bright, Registrar Gebhardtshauer, Adams, Amling, Birnbaum, Cassidy, Cottrell, Davison, Ferster, Fox, Ginsburg, Griffith, Kirsch, Kurtz, Kyriakopoulos, Morgan, Naeser, Pierpont, Plotz, Reesing, Rockoff, Schiff, Schmidt, Smith, Snodgrass, Solomon, Stevenson, Vaill, Vontress, and Wood.

Absent: C. Elliott, Kramer, Liebowitz, Linton, Sapin, Schwartz, Tillman.

The Provost welcomed the newly-elected members of the Senate.

2 Provost Bright said he would like to make a correction in the minutes of the regular meeting of the Senate on February 13, 1976, in his statement concerning the University policy on smoking in classrooms which appeared under Brief Statements on Page 5. He asked that the words "University counsel has informed him" be removed and the words "it was his [Bright's] opinion" be inserted instead. The minutes, as corrected, were then approved.

Professor Morgan requested that Item 3 on the agenda concerning reintroduction and further consideration of Resolution 73/7 be deferred until Items 4 and 5 had been completed. No objections were made to changing the order of the agenda.

Professor Kirsch, on behalf of the Athletics Committee, asked for suspension of the rules in order to introduce a resolution of commendation. Provost Bright asked if there was any objection to suspending the rules, and there was none. Professor Kirsch then moved the following resolution:

A RESOLUTION TO COMMEND THE GEORGE WASHINGTON UNIVERSITY BASKETBALL TEAM (76/1)

WHEREAS, The George Washington University basketball team has had its most successful season in over two decades; and

WHEREAS, in our judgment they merited an invitation to the NIT; and

WHEREAS, they have been a credit to themselves and to the University; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate offers its congratulations and best wishes for the future to the team, to the coach, Bob Tallent, and to his assistants, Len Baltimore and Tom Schneider.

Athletics Committee
March 12, 1976

Professor Morgan seconded the motion. The question was called and Resolution 76/1 was adopted unanimously by the Senate.

4

(a) Marianne Phelps, Dean of Students and Chairwoman of the Commission on Equal Opportunity, presented a report to the Senate on the work of the Commission (the report is attached and made a part of these minutes). Upon completion of her report to the Senate, Dean Phelps invited questions from the members. Professor Vontress inquired about the number of black faculty members at GW, and Dean Phelps replied that she thought that there were about five black faculty members, three of whom were reported hired in 1975. Professor Kirsch asked Dean Phelps how she would distinguish between the words "goals" and "quotas" and she responded that a "goal" was something that one attempted to achieve and that to her knowledge there was no requirement that an institution have a certain race-sex profile but what was required was that a good faith effort be made to locate qualified people who are members of minority groups or women. Dean Phelps said that it was the opinion of some members of the Commission that many of the departments and search committees were not particularly knowledgeable in the ways in which one can locate qualified minority and women and it was for this reason that members of the Commission offered to meet with the deans of the schools and colleges and search committees and department chairmen to discuss the most effective means of finding qualified minority and women, which offer, she said, was still open. Professor Ginsburg said he wanted to compliment Dean Phelps on an excellent presentation and to respond to Professor Kirsch's question regarding goals and quotas. Professor Ginsburg said that when we talk about meeting goals within the timetables that have been developed, it requires something more than eliminating any vestiges of discrimination in attitudes and approach; it means that we have a positive obligation to use every ability we have within our control in carrying out and working on an effective recruitment effort, and it seemed to him that that was what the Commission on Equal Opportunity was offering to do for the departments. Further discussion of the problem of minority treatment followed with Professors Kyriakopoulos, Davison, Ginsburg, Rockoff, and Dean Phelps contributing.

(b) Professor Morgan, on behalf of the Executive Committee, reported that the Executive Committee's efforts to resolve informally an alleged infringement of rights and privileges under the Code and Ordinances had not been successful. Therefore, he said, in this case brought by Associate Professor Lee Bielski, Department of Speech and Drama, the next step under the Code was the election of a Special Committee to continue informal efforts at conciliation. As listed on the agenda, the nominees for the Special Committee proposed by the Executive Committee were Professor Eva Johnson, Psychology, Temporary Chairman, Assistant Research Professor Linda L. Gallo, Biochemistry, and Professor Edwin J. B. Lewis, Accounting. However, Professor Morgan said, because of Professor Gallo's membership on the Professional Ethics and Academic Freedom Committee and her desire to remain on that Committee, she would be ineligible under the Code for election to the Special Committee. He reported that Professor Elyce Ferster, Law, had consented to be nominated in Professor Gallo's place and then, on behalf of the Executive Committee, nominated Professors Johnson (Temporary Chairman), Lewis, and Ferster for election as a Special Committee to consider the case. There were no nominations from the floor and the slate was elected unanimously.

5

(a) Professor Morgan announced that the following Annual Reports had been received and distributed with the agenda: Public Ceremonies Committee, Fiscal Planning and Budgeting Committee, Student Financial Aid Committee, Educational Policy Committee, Physical Facilities Committee, and Executive Committee. In addition, the Annual Report of the Athletics Committee was received at the meeting and distributed to the members.

(b) Professor Morgan asked for approval of the list of dates for regular Senate meetings in the 1976-77 Session. The following dates were approved:

March 12, 1976
April 9, 1976
May 7, 1976
September 10, 1976
October 8, 1976

November 12, 1976
December 10, 1976
January 21, 1977
February 11, 1977

(c) On behalf of the Executive Committee, Professor Morgan moved the nomination for election of chairmen and members to the Senate Standing Committees for the 1976-77 Session, the list of nominees having been distributed to the members at the meeting, and Professor Stevenson seconded. Professor Griffith requested that Professor Phyllis D. Kind and Professor Ruth I. Peterson be nominated for election to the Educational Policy Committee. Professor Adams requested that Professor Edwin P. Kulawiec, Professor Richard H. Schlagel, Mr. Rupert C. Woodward, and Dr. T. Arthur Smith (alumnus) be nominated for election to the Physical Facilities Committee. Professor Morgan seconded the nominations made by Professors Griffith and Adams. There were no other nominations and the entire slate, including the additions made by Professors Griffith and Adams, was elected unanimously. (The list of Senate Standing Committees for the 1976-77 Session is attached to these minutes.)

Professor Morgan commented on behalf of the old and new Executive Committees with respect to their efforts in drawing up the proposed list of nominees for appointment to the Senate Standing Committees. He said that the Executive Committees attempted to maintain as much stability in committee memberships as possible, but if a faculty member fails to return the committee service request form to the Senate Office, as is often the case, the Executive Committees have no way of knowing if, in fact, a faculty member wishes to continue service on a particular committee and it seems only appropriate to assume that he or she does not.

3

Having completed Items 4 and 5, the Senate returned to Item 3 on the agenda, reintroduction and further consideration of Resolution 73/7, "A Resolution Approving Revisions to the Faculty Code and Ordinances." Professor Stevenson, on behalf of the Professional Ethics and Academic Freedom Committee, referred to a memorandum dated March 9, 1976, to the Senate members which set forth the last two principal revisions of the Code, specifically Section F, dealing with Procedures for Implementation of Article X of the Faculty Code, and Section G, dealing with the establishment of Procedures for the Dismissal of a Faculty Member for Adequate Cause. (See attached memorandum dated March 9, 1976, setting forth Section F and Section G as proposed by the Professional Ethics and Academic Freedom Committee.) Professor Stevenson suggested that Sections F and G be acted upon separately, and he moved to amend the present version of the Code Revision by replacing Section F. Procedures for Implementation of Article X of the Faculty Code with the new language set forth under Section F in the March 9th memorandum. Professor Morgan seconded the motion. Professor Ginsburg said that before he voted on Section F he would like to know how Sections F and G fit together since it seemed to him that dismissal of a tenured faculty member for cause seemed to be covered by both the grievance procedure and the formal proceedings for the hearing committee. Professor Stevenson said that, while the grievance procedure might be construed as being applicable for dealing with the problem of dismissal of a faculty member for adequate cause, it does not really contemplate that kind of proceeding and has been used to date only for questions of grievance involving questions of tenure for promotion and, in fact, the full procedure has been used only once involving a question of promotion. He said that there is no procedure presently in the Code which clearly spells out the methods for dealing with dismissal of a faculty member for adequate cause and that Section G would be the exclusive method for that particular kind of dispute and all other disputes would be resolved under Section F. Professor Stevenson said that in the select committee's discussions with President Elliott concerning amendments to the Code, the President suggested that a specific procedure for dealing with faculty members who did not measure up to the standards required for continued participation in the faculty as established by the Code should be considered

for inclusion in the Code Revision since the present procedure seemed inadequate for that purpose. In addition, Professor Stevenson said that proposed Section G would act as a safeguard against the possibility of summary action by the Board of Trustees. Further discussion followed by Professors Ginsburg and Stevenson. Professor Kurtz said that in both Sections F and G under Procedure for Hearings, as proposed, the language reads: "The hearings shall be open to the public unless, on the motion of a party, the Hearing Committee shall determine that it is in the best interests of the University and the parties that the hearings be closed." He said that while he thought in most instances the Hearing Committee would honor any justifiable motion by either party to have a closed session, there might be an exceptional case where one of the parties or maybe both had a very good reason to have the public barred and this decision should not be left to the discretion of the Hearing Committee, especially in Section G dealing with procedures for dismissal of a faculty member for adequate cause which was a considerably more sensitive issue. Professor Kurtz said he would move to amend Section F at this time and then move to amend Section G in the same manner at the appropriate time. Professor Kurtz moved the following amendment to Section F, Procedure for Hearings, subparagraph 6 (Page 27) by deleting everything after the word "party," and substituting the words "a hearing barring the public is requested." Professor Rockoff seconded the motion. Professor Morgan questioned whether this amendment would accomplish what Professor Kurtz intended. For example, he said, under Section G a charge might be brought against a faculty member by two administrative officials who perhaps wanted the hearing closed, but the faculty member might very well want the hearing to be open, and Professor Morgan thought that the preference of the person against whom the charge was brought should prevail. Professor Cottrell said that perhaps that under the ordinary course of events the hearings should be closed and that there would be some special effort to open them on the request of either party. A discussion followed by Professors Kurtz, Cottrell, Morgan, and Ginsburg. Professor Stevenson said that he was sensitive to Professor Kurtz' suggestion for amending Section G where the proceeding would be initiated by the University, particularly a case in which a tenured faculty member's ability to teach was being questioned which would involve sensitive matters and perhaps an invasion of privacy; but, he said, in the case of Section F where the proceeding would be initiated by the faculty member, he thought the hearings should be open unless one party or the other could show good reason why they should be closed, and that the discretion of the Hearing Committee should be relied upon to make that determination. Professor Griffith said he would speak against the amendment since it seemed to him that the appropriate disposition of this sort of issue was to let the opposing sides argue it out if they each have interests involved and then let the Hearing Committee make a disposition. The question was called on the motion to amend Section F and the amendment failed.

Professor Kirsch said he would like to amend the sentence beginning on Page 26 and concluding on Page 27 which reads: "The parties shall be entitled to testify on their own behalf, to call as witnesses any member of the University faculty and also any other person who is willing to testify, to present written and other tangible evidence, and to cross-examine witnesses called by other parties." Professor Kirsch moved to amend this sentence by inserting the words "and administration" after the word "faculty." There was no second to the motion. Further discussion followed by Professors Griffith and Stevenson. Professor Cottrell said that, as a matter of arithmetic, he wondered if the number "four" in line 5 on Page 24 should not be changed to "five" since the Grievance Committee was to be composed of fifteen members serving three-year terms staggered evenly. Professor Stevenson said the number "five" was correct and he would accept that change. Professor Cottrell then asked if the word "its" in the following sentence in the same paragraph on Page 24 modified "Faculty Senate" or "Committee." Professor Stevenson said that "its" modified the "Committee" and to make the language clearer he would change the sentence to read: "... designate the Chairman of the Committee from among the members of the Committee." The seconder agreed to the change. Professor Schiff suggested that in the first sentence in subparagraph (2)

at the top of Page 26 the words "to a formal proceeding" be stricken for the purpose of clarity. Professor Stevenson and the seconder accepted that change. Professor Schiff asked if, after the Chairman of the Grievance Committee has filled any vacancies on the Hearing Committee created by challenges, the newly-filled vacancies could also be challenged. Professor Stevenson replied that that would be the normal interpretation of the language. Professor Adams, referring to the last sentence of the same paragraph, asked whether the words "from the members of the Grievance Committee" should not be added since the way it presently reads it implies that the Chairman can fill vacancies resulting from challenges from any source. Professor Morgan said that it appeared to him that if vacancies resulting from challenges were filled, then it would be possible to again challenge for cause but not to have a peremptory challenge and he thought it was important to make that distinction, otherwise it would be possible to run out of members very quickly. Professor Fox said that it could happen that challenges might result in one member being left on the Grievance Committee to hear the appeal, and he wondered if there was a provision for a minimum number of members to hear the appeal or in that event if it would be heard by some other body. Professor Stevenson said that there was not a minimum number set to hear the appeal nor would it be heard by some other body since it was hoped that the challenging process would not result in the disqualification of all but one member of the fifteen member Grievance Committee although it was a possibility. Professor Morgan said that if a careful distinction is made between challenges for cause and the peremptory challenges (which are a maximum of two, one for each party), then with a committee membership of fifteen there should be a goodly number of members left over for the Hearing Committee. Professor Stevenson moved that the last sentence of subparagraph (2) at the top of Page 26 be amended to read: "The Chairman of the Grievance Committee shall, from among the remaining members of the Grievance Committee, fill any vacancies on the Hearing Committee created by challenges." The seconder accepted the change. Discussion followed by Professors Adams, Stevenson, Amling, and Fox. It was generally agreed that in filling vacancies resulting from challenges, further consultation with the Executive Committee would not be necessary. Professor Schmidt asked permission of the floor for Professor Robert Jones who said he would like to comment on whether it was indeed wise for an institution to try so fully to replicate the kind of procedures that are found in the legal system of a state when, in fact, the bottom line was always an appeal to those systems itself. Further discussion followed by Professors Cassidy, Morgan, Davison, Fox, Naeser, Schiff, Stevenson, Rockoff, Ginsburg, Adams, Cottrell, Pierpont, and Kyriakopoulos. The question was called on Section F, as amended, and the motion carried unanimously.

Professor Stevenson then moved the adoption of Section G. Procedures for the Dismissal of a Faculty Member for Adequate Cause which would represent incorporation of an entirely new section in the Code. Professor Morgan seconded. Professor Fox moved to amend Section G, Paragraph 3. Procedure for Hearings, subparagraph a) on Page 31, by adding the words "The hearings shall be open to the public unless, on the motion of a party, a hearing barring the public is requested." Professor Schiff seconded the motion. Professor Morgan said that he would repeat his objection to this amendment in that it allowed either party to close the hearings and he would strongly object to that. Professor Fox said that in this particular instance he was trying to protect the interest of the faculty member concerned because he did not think a closed or open hearing would hurt the University. Professor Stevenson proposed that the words "the hearing shall be closed on the motion of the faculty member concerned" be added so that subparagraph a) under Paragraph 3. Procedure for Hearings on Page 31 would read as follows:

a) The procedure for the hearings shall be the same as provided in Part F. PROCEDURES FOR THE IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE, except that the hearing shall be closed on the motion of the faculty member concerned and the Hearing Committee may recommend the dismissal of the faculty member concerned only by the affirmative vote of two-thirds of its members.

Professor Fox said that he would accept that wording, and Professor Morgan, the seconder, accepted the change. A discussion followed by Professors Griffith, Stevenson, and Fox. The question was called on Section G, as amended, and the motion carried unanimously.

Professor Stevenson said that the Professional Ethics and Academic Freedom Committee was in the process of re-reading the Code Revision for consistency, grammar, spelling, and language, and the Committee would make every effort to distribute a clean draft to all members of the Senate before the next Senate meeting. He urged all members to read the draft carefully because that document would be the one which, hopefully, the Senate would vote upon finally at its next meeting.

6

Under Brief Statements Professor Kirsch said he would like to address his comments to the administration. He said that while the University has had the experience of going through an automated registration with all its intended benefits to the community, it appeared to him that official notice ought to be taken that class lists, besides being late, have been full of errors. Further, he said he realized that there was a desire on the part of the administration to keep costs down, but he wondered why some parallel processing might not have been prepared for so that if the new procedures did not work there would have been ongoing procedures to fall back on. Provost Bright said that in his opinion Murphy's Law would apply in this particular situation -- anything that could go wrong did go wrong -- and he said that he was not ready to assess blame for it because he did not know who was to blame, but that those people who were responsible for this situation were working desperately hard to correct it. Registrar Gebhardtshauer said that he wanted to give some assurance that there was a logic error in the class list program which had been corrected and that it was not data. He said that the data base was currently being restructured to make it a multi-semester environment, both in the course term and in the student record, so that it would be another two or three weeks before updated class lists could be run.

Professor Morgan said he had three brief comments to make - the first one was to advise the new members of the Faculty Senate to please keep those Friday afternoons when the Senate meets as free as possible since it was impossible to know when any one meeting would conclude. Secondly, Professor Morgan said that there were still four annual reports not yet received from committee chairmen and he asked that they be submitted as soon as possible. Thirdly, he said that because of the nature of the Senate's consideration of the Code Revision over a long period of time in which there were shifts in Senate membership, it was very important that each Senate member read the new document with great care by going through it line by line before the next meeting of the Senate.

Dean Vaill said that he would like to report to the Senate the latest experience of the School of Government and Business Administration with the academic dishonesty policy which, as he had pointed out before, gives the professor in an alleged case of academic dishonesty only two options - (1) to recommend dismissal from the University, or (2) to give an "F-Academic Dishonesty" to the student. He said that in the most recent case in SGBA, in which a student was charged with plagiarism, ^{case within} for the second time in less than twelve months, the extremely legalistic, formal, time-consuming, tedious, and stressful process was used which the current policy requires, and once again, as found the last time this occurred, there was not a scrap of evidence that the student had wilfully intended to mislead the professor and represent as his own work the actual work of other individuals, and that the Deans' Council found that there was no basis for assigning a grade of "F-Academic Dishonesty." Dean Vaill said that given the amount of anguish caused not only to the student but to the student's parents and the amount of administrative time invested in this procedure, it was his opinion that the professor ought to be given more latitude than the two options the present policy provides. Professor Kirsch reported that, as a member of the Deans' Council of Columbian College, during the past semester, two students petitioned to have the words

Correction
4/4/76

"Academic Dishonesty" removed from their records and this was done, and he said that it was the understanding of the Deans' Council that this has been done in the past at the direction of the dean. Professor Fox said that he might be wrong but he thought that that was one of the things that was discussed in the Senate specifically and was recommended against. Professor Kirsch said it was the recommendation from the assistant dean at the direction of the dean that it was within the discretionary powers of Columbian College. Professor Davison said that he thought the faculty does have other options and that the professor does not have to make a determination that there is academic dishonesty but rather ineptness or something else. Professor Schiff said that when the Joint Committee wrote this document his understanding was that legally a professor had only two options as stated by Dean Vaill and that the dean must be involved when there is a charge of academic cheating and that it cannot be solved inhouse. Professor Griffith replied that that was not his interpretation of what the Senate approved but that the Senate agreed in that policy that no action could be taken to officially stamp a student's record with a charge of academic dishonesty absent that procedure; however, anything the professor wanted to do which fell within his normal grading powers, such as giving an "F," was perfectly acceptable and that the protection exists, it seemed to him, only in the case where the student bore the risk of permanent disgrace for having academic dishonesty on his record. Professor Schiff advised the Senate that the Joint Committee intended to review the academic dishonesty statement next year, having input from as many people as possible, and possibly the Committee would make subsequent recommendations at that time.

7 Provost Bright adjourned the meeting at 4:08 p.m.



Robert Gebhardttsbauer
Secretary

[Report delivered by Marianne R. Phelps,
Dean of Students and Chairwoman, Commission
on Equal Opportunity, to the Faculty Senate,
March 12, 1976.]

I was pleased to accept Dr. Morgan's invitation to report to the Senate on the work of the Commission on Equal Opportunity. As many of you are aware, the Commission was established upon the recommendation of the Senate, and although the Commission has had a somewhat independent existence since that time, I am pleased that the Senate maintains its interest in our work.

The Commission has been in existence now a little over three years. Chaired by Dr. Lois Schwoerer for the first two years, the Commission worked primarily on the development of the Affirmative Action Plan, on grievance procedures for administrative and staff employees, and on the review of materials and data required for implementation of the plan.

Since the Commission was appointed, the University has made many positive changes in its equal opportunity programs. The Affirmative Action Plan was adopted in May of 1974. Goals and timetables for increasing the numbers of minority and women faculty and administrative and staff employees have been established, and procedures for monitoring progress toward achieving goals and timetables have been developed. Also significant has been the broadening of Dr. Walther's role from Equal Opportunity officer for Faculty to Coordinator of Equal Opportunity Programs and the establishment of a Department of Equal Employment Activities which is responsible for developing and monitoring equal employment practices for administrative and staff employees.

In the view of the Commission on Equal Opportunity, the plans and the procedures for technical compliance with equal opportunity legislation and regulations have been established. At this time, it is impossible to evaluate how well they will work. However, members of the Senate may be interested in some of our observations. The system has worked very well to eliminate the disparities between salary ranges for male and female faculty which were apparent three years ago.

The Faculty Sub-Committee of the Commission has reviewed this matter for the past two years and has found no evidence of discrimination on the basis of sex.

During 1975 the Commission devoted a good deal of attention to the recruitment and hiring of minority, particularly black, faculty members. With the exceptions of the National Law Center and the Medical School, no progress in hiring black faculty members was made in 1975. The Commission regards this as a serious problem. The seriousness of this situation is also suggested by the results of a study Dr. Walther conducted to determine how this University compared with similar urban institutions with respect to numbers of black faculty members. Only 7 of 18 institutions responded, but the study showed that George Washington University had a lower percentage of black faculty members than any of the schools which responded. Last October the faculty members of the Commission on Equal Opportunity met with the deans of the Schools and Colleges to discuss this problem and to promote discussion on how greater efforts to recruit qualified black faculty members could be made.

The situation with respect to the recruitment and hiring of women faculty members is not encouraging either. The percentage of women faculty members hired during 1975 is slightly less than it has been in past years. The Affirmative Action Plan mandates the procedures by which recruitment and hiring decisions can be monitored to ensure that our employment decisions are lawful. Each department chairman is required to ensure the development of a search strategy for recruiting women and minority applicants in the discipline appropriate to the department, to file a plan for recruitment, and to file a report of proposed faculty appointment with the Coordinator of Equal Opportunity Programs prior to making an offer of employment. The system, however, ultimately depends almost wholly upon the efforts

of those most directly involved in the recruitment and selection. Without these efforts, little progress will be made. It is too early to tell what the results of the 1976 recruitment will be, but the Commission hopes that progress in achieving the goals for both minority and women faculty will be made.

To turn to other aspects of our work during 1975, the Commission on Equal Opportunity developed recommendations for achieving equality for women in athletics. Dr. Arthur Kirsch and Dr. Edward Caress represented the Senate and served with the Commission's Sub-Committee on Students which formulated these recommendations. The recently announced program of grants-in-aid for women athletes was one of a series of recommendations made by the Commission on Equal Opportunity. The University has made substantial progress in women's athletics and the Commission is confident that the University has taken the steps which can result in the equality for women in athletics which is mandated by Title IX. The appointment of Mrs. Lynn George as Director of Women's Athletics was one major development as was provision of more adequate financial support.

Concerning other provisions of Title IX, Dr. Walther has requested schools, colleges, and relevant administrative departments to evaluate their policies, procedures and practices in light of the regulations implementing Title IX. He is also drafting the procedures for handling student grievances as required by the regulations. The Commission will be one of the groups reviewing these materials. We have been pleased with the University's progress in implementing Title IX, but must continue to be concerned that the same attention given to achieving equality for women students be focused on the problems minority students experience as well.

Concerning administrative and staff/employees, difficulties in the data system delayed the development of goals and timetables substantially until last October. However, these goals and timetables now have been promulgated to departments and a system for monitoring progress has been implemented. We will not have

enough information to evaluate our progress in achieving goals until next Fall. Lacking data to assess our progress, the Commission has concerned itself with two matters relating to equal opportunity for administrative and staff employees. We have pressed for full implementation of the Affirmative Action Plan to include the provision for employee training, and we have stressed the need for communication about the University's Affirmative Action Program. Given the diversity of employees and of management problems, the Commission has recommended that special attention be given to informing department heads of their obligations and employees of their rights.

The members of the Commission on Equal Opportunity have worked hard to advance the principles of equal opportunity for all persons at George Washington University. I welcome your interest in our work.

Marianne R. Phelps

Marianne R. Phelps
Dean of Students
Chairwoman, Commission on
Equal Opportunity

THE GEORGE WASHINGTON UNIVERSITY

FACULTY SENATE COMMITTEE ON

ATHLETICS

Annual Report 1975-6

The committee met several times during the academic year. The first area of interest was the use of the Smith Center, and specifically, the use of the Smith Center by the faculty. The committee was unanimous in its admiration for the Smith Center and was pleased by the planning that had gone into the facility. Several members of the committee did point out, however, that the facilities for female athletic teams were less than optimal but were hopeful that things would change as the needs became known.

At the beginning of the basketball season the faculty were informed by the Director of Men's Athletics, Mr. Robert Faris, that they would be able to purchase two half-price season tickets (this is in contrast to previous years' policy of two free tickets per faculty member). A number of faculty members contacted the chairman to request discounts for single tickets as well as season tickets; this was passed on to Mr. Faris, but no action was taken. Upon application for season tickets, the faculty was informed that they would be in the upper grandstands rather than on the lower level. After an exchange of correspondence, Mr. Faris modified the policy on seat selection to allow the faculty their choice of the remaining floor seats or the center section of the upper grandstand. However, again at the request of many faculty members, the chairman wrote to Mr. Faris, stating "...I must reiterate the sentiment expressed in my memo of November 17 in which I stated that the members of the Senate I had spoken to 'feel that faculty who wish to purchase season tickets should be treated like anyone else who wishes to purchase season tickets; the fact that there is a price reduction should in no way change this.'"

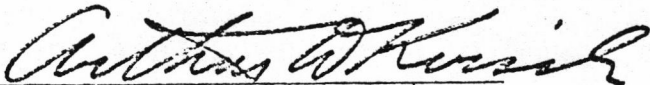
A copy was also sent to the President of the University, Dr. Lloyd Elliott. His letter to Mr. Faris of November 25 stated, "Professor Kirsch's memos to you under date of November 17 and November 20 raise questions about seating and pricing of tickets for the basketball games which will be, I suspect, of increasing interest to the entire University community. With this note, I am suggesting that Dr. Bright and I among others have a chance to review this matter before actions are taken with regard to another season..."

The chairman of the Athletics Committee was also appointed to the Smith Center Advisory Board. At the first meeting of the Board, he raised the issue of potential reduction in charge for use of the Smith Center by faculty family members from the current \$3 per person per time. It was decided that Director of the Smith Center Faris needed two to three months' experience with the Smith Center in full operation to see whether or not relief could be given to the faculty.

The second issue raised in committee was the need to update the University's position on athletics. Several documents were unearthed from the files dating from 1961 through 1967. Almost all of these call for a continual updating of the University's position on athletics. Since the University has changed drastically since 1967, including change of composition of student body, many physical facilities, and change of athletic conference (with another change to take place next year), it was decided that the Faculty Senate Committee on Athletics look into this matter. However, it was felt that perhaps a wider committee would be more appropriate as several of the preceding reports had been prepared by ad hoc committees of the faculty. The views of President Elliott were requested on the makeup of such a committee. He responded in February as follows: "...I have mixed feelings as to the suggestion for the appointment of 'a presidential committee' whose task it would be to update the report of May 16, 1961, of the Senate's Committee on Athletics. Frankly, it seems to me that a few more months of experience in the programming, scheduling, and operation of the Smith Center would help us all when the time comes to evaluate more realistically the total athletic activities of the University. Should the Faculty Senate and its Committee on Athletics feel the need for updating its own position including recommendations, I can assure you that such an effort would be appreciated by this office."

The committee hopes that action will be taken during the coming year on all matters still pending.

Respectfully submitted for the
Faculty Senate Committee on Athletics


Arthur D. Kirsch, Chairman

SENATE STANDING COMMITTEES

1976-77 Session

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chairman: Rockoff, S. David, Prof., Radiology
Hammersberg, Suzanne D., Asst. Prof., Pathology
Krulfeld, Ruth M., Assoc. Prof., Anthropology
McCarthy, John F., Jr., Assoc. Prof., Mgmt. Science
Sharpe, David J., Prof., Law
Snyder, Harvey D., CGS
St. Cyr, Carol R., Prof., Education
Steiner, Carl, Assoc. Prof., German
Thompson, Anne M., Asst. Prof., Medicine
*Vontress, Clemmont E., Prof., Education
Wise, Jarrett H., Asst. Prof., Health Care Sciences

ex officio:

Birnbaum, Philip S., Dean for
Administrative Affairs,
Medical Center
Lange, Carl J., Vice President
for Administration & Research

ADMISSIONS AND ADVANCED STANDING

*Chairman: Snodgrass, Jeanne E., Assoc. Prof., HKLS
Affronti, Lewis F., Prof., Microbiology
Bowling, Lloyd S., Prof., Speech & Drama
Churchill, R. Paul, Asst. Prof., Philosophy
Jensen, Alvin C., CGS
Ludlow, Gregory, Assoc. Prof., Romance Lang.
Pederson, Eldor O., Asst. Prof., Geography
Taragin, Morton F., Asst. Prof., Physics
Thompson, Irene B. Assoc. Prof., Slavic Lang. & Lit.
Wiggs, Garland D., Assoc. Prof., Education

ex officio:

Ruth, Joseph Y., Director of
Admissions

APPOINTMENT, SALARY AND PROMOTION POLICIES

*Chairman: Kirsch, Arthur D., Prof., Statistics
Abravanel, Eugene, Assoc. Prof., Psychology
Allen, Richard C., Prof., Law
Bari, Ruth A., Assoc. Prof., Mathematics
Cannon, Agnes, Asst. Prof., English
Goldfarb, Robert S., Assoc. Prof., Economics
Katterjohn, Karl R., Instructor, Health Care Sciences
Keller, Steven, Asst. Prof., Speech & Drama
Mastro, Anthony J., Prof., Accounting
McIntyre, Margaret, Prof., Education
Moore, Dorothy A., Assoc. Prof., Education
Packer, Randall K., Assoc. Prof., Biological Sciences
*Pierpont, Howard C., Assoc. Prof., Surgery
Reich, Melvin, Assoc. Prof., Microbiology
Snow, Jerry Allison, Asst. Prof., Medicine
Wallace, Ruth, Assoc. Prof., Sociology
Willson, Robert C., Assoc. Prof., Journalism

ex officio:

Bright, Harold F., Provost

Levy, Joseph B., Prof. Chemistry

*Member of the Senate

ATHLETICS

Chairman: Kyriakopoulos, Nicholas, Assoc. Prof., Engineering
elski, Lee S., Assoc. Prof., Speech & Drama
Jirkse, John, Asst. Prof., Statistics
Frankie, Richard J., Prof., Education
Herber, Charles J., Assoc. Prof., History
Hufford, Terry L., Asst. Prof., Biological Sciences
Karp, Stephen A., Assoc. Prof., Psychology
Potts, Edward A., Prof., Law
Regnell, Joan R., Asst. Prof., Speech & Drama
Smith, Walton, Assoc. Prof., Mgmt. Science
Stevens, Edwin L., Prof., Speech & Drama
Vann, Margaret, Graduation Office
Weintraub, Herbert D., Prof., Anesthesiology
Winkler, Lawrence, Assoc. Prof., Education
Kirsch, Martin J. (alumnus)
Shirley, J. Dallas (alumnus)

ex officio:

Faris, Robert K., Director of Men's
Athletics
George, Lynn, Director of Women's
Athletics
Phelps, Marianne, Dean of Students

EDUCATIONAL POLICY

*Chairman: Griffith, William B., Assoc. Prof., Philosophy
Altshuler, David, Asst. Prof., Religion
Kenyon, Hewitt, Prof., Mathematics
Kind, Phyllis D., Assoc. Prof., Microbiology
McDonald, J. Kenneth, Assoc. Prof., International Affairs
Mondale, Clarence C., Prof., American Gov.
Olkhovsky, George, Assoc. Prof., Slavic Lang.
Peterson, Ruth I., Assoc. Prof., Education
tz, Judith Ann A., Assoc. Prof., English
ben, Elaine, Director, Women Studies
Kolnick, David L., Instructor, Speech & Drama
Speck, David G., Director, Student Activities
Timbers, Edwin, Prof., Business Admin.
Walker, Glenn A., Assoc. Prof., Biochemistry
Lehrman, Donald R., asst Prof. Physics (unadvertently missed) correction 4/4/76

ex officio:

Bright, Harold F., Provost

FISCAL PLANNING AND BUDGETING

*Chairman: Wood, Reuben E., Prof., Chemistry
Arkilic, Galip M., Prof., Engineering
Arling, Bryan, Asst. Prof., Medicine
Black, Guy, Prof., Business Admin.
Desmond, A. H., Prof., Biological Sciences
Greenberg, Joseph A., Asst. Prof., Education
Kenney, Richard A., Prof., Physiology
*Kurtz, Frederick C., Assoc. Prof., Accounting
LeBlanc, Hugh L., Prof., Political Science
Mergen, Bernard, Asst. Prof., American Gov.
Park, Robert E., Prof., Law
Zuchelli, Artley J., Prof., Physics

ex officio:

Birnbaum, Philip S., Dean for
Administrative Affairs,
Medical Center
Johnson, William D., Director of
Planning and Budgeting

*Member of the Senate

LIBRARY

*Chairman: Schmidt, William E., Prof., Chemistry
Andrews, Avery, Asst. Prof., History
Cannon, Agnes, Asst. Prof., English
Frey, John A., Prof., Romance Lang.
Gordon, Marvin, Prof., Geography
Grant, Steven A., Asst. Prof., History
Hiltebeitel, Alfred, Assoc. Prof., Religion
King, James C., Prof., Germanic Lang. & Lit.
King, Michael M., Asst. Prof., Chemistry
Kuhagen, James, Asst. Prof., Education
Lang, Roger H., Assoc. Prof., EE&CS
Lewis, Ralph K., Prof., Anthropology
McClintock, Cynthia, Instructor, Political Science
Nash, Ralph C., Jr., Prof., Law
Robbins, Mary Louise, Prof., Microbiology
Sines, Richard H., Asst. Prof., Economics
Weaver, David B., Prof., Law
Weintraub, R. L., Prof., Biological Sciences

ex officio:

Bernard, Hugh Y., Librarian,
Law Library
Matheson, Nina W., Librarian,
Medical Library
Woodward, Rupert C., University
Librarian

Carless

Anderson, Jeffrey C. Asst Prof, Art

PHYSICAL FACILITIES

*Chairman: Adams, Elizabeth B., Assoc. Prof., Management
Bell, Boris C., Director, Marvin Center
Bernard, Hugh Y., Prof., Law
Greene, Sherwin, Assoc. Prof., Urban & Regional Planning
Hobbs, Herman H., Prof., Physics
Knowlton, Robert E., Assoc. Prof., Biological Sciences
Kulawiec, Edwin P., Assoc. Prof., Education
Linkowski, Donald, Assoc. Prof., Education
Miller, Lenore D., Curator, Dimock Gallery
Robinson, David, Prof., Law
Schlagel, Richard H., Prof., Philosophy
Toridis, Theodore G., Prof., CM&EE
White, David G., Prof., Chemistry
Woodward, Rupert C., University Librarian
Smith, T. Arthur (alumnus)
Shiffrin, Mark A. (student)
Sorkin, Steven (student)

ex officio:

Dickman, Robert E., Director of
Planning & Construction
Diehl, Charles E., Vice President
& Treasurer
Einbinder, John C., Business
Manager

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

*Chairman: Reesing, John P., Jr., Prof., English
Cohn, Victor H., Prof., Pharmacology
Crafton, Paul A., Prof., Engineering Admin.
Gallo, Linda L., Asst. Res. Prof., Biochemistry
Ganz, Robert N., Jr., Prof., English
Kaiser, Paula R., Assoc. Prof., Anesthesiology
~~Neyman, Elizabeth S., Asst. Prof., Spanish~~ *(Resigned / left Univ.)*
Reeder, Charles, Asst. Res. Prof., Education
Schwoerer, Lois G., Assoc. Prof., History
Silber, David E., Assoc. Prof., Psychology
Starrs, James E., Prof., Law
*Stevenson, Russell B., Jr., Prof., Law
Stewart, Phyllis, Asst. Prof., Sociology

ex officio:

Linton, Calvin D., Dean, Columbian
College of Arts and Sciences

*Member of the Senate

PUBLIC CEREMONIES

*Chairman: Ginsburg, Gilbert J., Prof., Law
Hub, Phillip D., Prof., Business Admin.
Ingo, Jane, Asst. Director, Public Relations
Marcell, Ralph E., Prof., Political Science
Rowley, David A., Assoc. Prof., Chemistry
Tidball, M. Elizabeth, Prof., Physiology
Distelhorst, Lynn (student)
Jackson, Morris L. (student)

RESEARCH

*Chairman: Davison, Roderic H., Prof., History
Allee, John G., Prof., English
Aschheim, Joseph A., Prof., Economics
Bergmann, Otto, Prof., Physics
Cambel, Ali B., Prof., CM&Env
Foa, Joseph V., Prof., CM&EE
Frank, Martin, Asst. Prof., Physiology
Junghenn, Hugo D., Asst. Prof., Mathematics
Katz, Irvin, Assoc. Prof., Mathematics
Kobrine, Arthur, Instructor, Neurosurgery
Marlow, W. H., Prof., Operations Research
Paratore, Salvatore R., Assoc. Prof., Education
Parrott, Robert H., Prof., Medicine
Reeves, Philip N., Assoc. Prof., Health Care Admin.
Varma, Vijay M., Assoc. Prof., Radiology
Wallace, Dewey, Prof., Religion

STUDENT FINANCIAL AID

*Chairman: Ferster, Elyce Z., Prof., Law
Fox, Raymond R., Prof., CM&Env
Hollinshead, Ariel G., Prof., Medicine
Lewis, John F., Assoc. Prof., Geology
Reynolds, William M., Prof., Speech & Drama
Roman, Daniel D., Prof., Mgmt. Science
Vincent, Robert C., Prof., Chemistry

UNIVERSITY DEVELOPMENT AND RESOURCES

*Chairman: Amling, Frederick, Prof., Business Admin.
Chambers, Charles M., CGS
Divita, S. F., Assoc. Prof., Business Admin.
Hambrick, J. Reid, Prof., Law
Helgert, Hermann J., Assoc. Prof., EE&CS
Hugh, Rudolph, Prof., Microbiology
Johnson, William D., Director, Planning & Budgeting
Sherman, Stanley N., Assoc. Prof., Business Admin.
Cohen, Sheldon S. (alumnus)
Johnson, Howard O. (alumnus)
Van Story, James C., Jr. (alumnus)

ex officio:

Gebhardtshauer, Robert, Registrar
Jones, Robert G., University
Marshal

ex officio:

Bright, Harold F., Provost
Mayo, Louis H., Vice President for
Policy Studies and Special
Projects
Solomon, Henry, Dean, Graduate
School of Arts and Sciences

ex officio:

Dunagan, Joyce I., Director,
Student Financial Aid
Heartfield, Maurice K., Vice
President and Assistant Treasurer
Stoner, George W. G., Associate
Director, Admissions

ex officio:

Alpert, Seymour, Vice President for
Development
Smith, Ellwood A., Director of
Alumni Relations

*Member of the Senate

UNIVERSITY OBJECTIVES

*Chairman: Smith, Joseph B., Jr., Assoc. Prof., Engineering Admin.
Burks, James F., Prof., Romance Lang.
Cohen, Philip, Asst. Prof., Medicine
Gillette, Howard F., Jr., Amer. Civ.
Nadler, Leonard, Prof., Education
Siegel, Frederick R., Prof., Geology
Stein, Walter A., Instructor, Health Care Sciences
Wright, C. B., Assoc. Prof., Surgery

ex officio:

Bright, Harold F., Provost
Linton, Calvin D., Dean, Columbian
College and Arts and Sciences
Holland, Robert L., Dean, College
of General Studies

UNIVERSITY AND URBAN AFFAIRS

Acting Chairman: Jones, Robert G., Prof., Religion
Burks, Stephen W., Asst. Prof., Political Science
Carrington, James H., Assoc. Prof., Business Admin.
Chase, Kenneth H., Asst. Prof., Medicine
French, Roderick S., Assoc. Prof., Philosophy
Fuller, Stephen S., Assoc. Prof., U&RP
Hill, Peter P., Prof., History
Nashman, Honey, Asst. Prof., HK&LS
Piemme, Thomas E., Prof., Medicine
Sinick, Daniel, Prof., Education
Sirulnik, Eric S., Prof., Law
Wilson, John R., Public Relations Office

ex officio:

Mayo, Louis E., Vice President for
Policy Studies and Special Studies

*Member of the Senate

EXECUTIVE COMMITTEE 1976-77 Session (elected February 13, 1976)

C-631	John A. Morgan, Jr., Political Science, Chairman	6717
Ross 443A	Marie M. Cassidy, Physiology	131-3552
Tomp 103	Raymond R. Fox, CM&Env	6915
Bacon 400	Russell B. Stevenson, Jr., Law	7483
C-519	Clemmont E. Vontress, Education	6856
Rice-8th Fl.	Lloyd H. Elliott, President, ex officio	6500

FACULTY SENATE OFFICE

MEMORANDUM

March 9, 1976

TO: FACULTY SENATE MEMBERS

RE: PROPOSED AMENDMENTS TO CODE REVISION NO. 2 CONCERNING PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE AND PROCEDURES FOR THE DISMISSAL OF A FACULTY MEMBER FOR ADEQUATE CAUSE

The enclosed proposed amendments will be introduced for consideration by the Senate at its meeting this Friday, March 12, 1976, under Item 3 on the Agenda.

NOTE: The following Sections F. and G. were adopted, as amended, by the Faculty Senate at the March 12th meeting.

F. PROCEDURES FOR IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE

1. Grievance Committee

a) The Faculty Senate shall elect a Grievance Committee of fifteen tenured active-status faculty members, no more than three of whom

shall be members of the faculty of any one school or college (except that four may be members of the faculty of Columbian College) and none of whom may be serving as academic administrators. The members of the Committee shall serve three-year terms, staggered so that the terms of five ~~four~~ of the members shall expire each year. The Faculty Senate shall designate the Chairman of the Committee from among ^{the members of the Committee.} ~~its members.~~

2. Preliminary Proceedings

a) Before instituting any formal proceedings concerning an alleged violation of the Faculty Code, the aggrieved party or parties shall exhaust all reasonable efforts to achieve a resolution of the situation through informal consultation with the appropriate faculty members and administrative officers.

b) If informal consultation fails to resolve the matter, the aggrieved party shall refer the dispute to the Faculty Senate by means of a letter addressed to the Chairman of the Executive Committee. The Senate shall appoint a special mediation committee of three members, none of whom shall be members of the Grievance Committee, which shall conduct an informal investigation of the matter and attempt to effect a mutually satisfactory resolution.

c) The special committee shall submit a report to the Faculty Senate, with copies to the parties, when it has either achieved a mutually satisfactory resolution or concludes that further efforts at mediation would be futile. The report shall include, if appropriate, the committee's evaluation of or recommendations concerning any university, college, school, or departmental policies or practices involved in the dispute.

3. Formal Proceedings

a) Commencement of Proceedings

(1) If the preliminary proceedings do not result in a mutually satisfactory resolution of the dispute, any party to the dispute may commence formal proceedings by means of a complaint addressed to the Chairman of the Grievance Committee, with copies sent to the Chairman of the Executive Committee of the Faculty Senate and the other party or parties.

(2) The complaint shall set forth with particularity the nature of the dispute, the identity of the remedy sought, and the reasons alleged to justify the remedy.

(3) Within twenty calendar days of the receipt of the complaint, the other party or parties to the dispute shall reply in writing, sending copies of the reply to the Chairman of the Grievance Committee, the Chairman of the Executive Committee of the Faculty Senate, and the complaining party or parties.

(4) The reply shall set forth with particularity the position of the replying party or parties with respect to each allegation of the complaint.

b) Hearing Committee

(1) Upon receipt of the complaint, the Chairman of the Grievance Committee shall, with the advice of the Executive Committee of the Faculty Senate, appoint a Hearing Committee of three members from among the members of the Grievance Committee.

(2) No member of the same department as a party ~~to a~~
~~formal proceeding~~ shall sit on the Hearing Committee. Any party to a
 dispute may disqualify one member of the Hearing Committee by peremptory
 challenge. Any party may also seek to disqualify a member of the
 Hearing Committee for cause. The Grievance Committee shall hear and
 decide any challenges for cause. The Chairman of the Grievance Committee
 from among the remaining members of the Grievance Committee,
 shall fill any vacancies on the Hearing Committee created by challenges.

(3) When all challenges have been decided and vacancies
 filled, the Hearing Committee shall convene, establish a schedule for the
 hearings, and elect a chairman from among its members to preside during
 the formal proceedings.

(4) Unless waived by all parties to the proceedings, all
 three members of the Committee shall be present during the hearings and
 the deliberations of the Committee.

c) Procedure for Hearings

(1) The parties to the proceedings shall be entitled to
 appear in person and to be represented by counsel or other advisor.

(2) The Hearing Committee may, in its discretion, request
 that the Executive Committee of the Faculty Senate designate a Committee
 Counsel to advise the Committee on legal questions during the hearing
 and deliberations.

(3) The procedure at the hearings shall be informal, but
 shall comply with the requirements of due process of law. The parties
 shall be entitled to testify on their own behalf, to call as witnesses

any member of the University faculty and also any other person who is willing to testify, to present written and other tangible evidence, and to cross-examine witnesses called by other parties. Sworn depositions may be received in evidence when opposing parties have been given reasonable opportunity to appear and cross-examine the deponent. A party shall be entitled to inspect and copy, in advance of the hearing, any relevant documents in the control of another party and not privileged, and may offer such documents or excerpts therefrom in evidence.

(4) The parties shall be entitled to present opening and closing statements.

(5) A stenographic record of the hearings shall be made and one copy, which shall be available to all parties, kept on file by the University.

(6) The hearings shall be open to the public unless, on the motion of a party, the Hearing Committee shall determine that it is in the best interests of the University and the parties that the hearings be closed.

(7) At the conclusion of the taking of evidence and the hearing of arguments, the Committee shall deliberate and reach its decision in closed session. The vote of a majority shall be determinative.

(8) The Hearing Committee shall render its findings and recommendations in a written report which shall include the number of members subscribing to the report and dissenting opinions, if any. This report shall be submitted to the Chairman of the Executive Committee of the Faculty Senate and copies shall be transmitted to the parties.

4. Appeals

a) Any party may appeal the decision of the Hearing Committee by filing a notice of appeal with the Chairman of the Grievance Committee and sending copies thereof to the Chairman of the Executive Committee of the Faculty Senate and to the other parties. The notice of appeal must be filed within ten days of the receipt of the decision of the Hearing Committee.

b) An appeal shall be heard by those members of the Grievance Committee who were not members of the Hearing Committee provided that members of the Committee who were disqualified from sitting as members of the Hearing Committee and members of the same department as any of the parties shall not participate in the hearing of the appeal.

c) The parties to an appeal shall be entitled to present written and oral argument.

d) The Grievance Committee shall render an opinion in writing, sustaining, modifying, or remanding the decision of the Hearing Committee. Copies of the opinion shall be transmitted to the parties and the Chairman of the Executive Committee of the Faculty Senate.

e) When the appeal process is completed, and a final decision has been rendered, the record of the case, including the decisions of the Hearing Committee and the Grievance Committee shall be transmitted to the President and the Board of Trustees for appropriate action.

G. PROCEDURES FOR THE DISMISSAL OF A FACULTY MEMBER FOR ADEQUATE CAUSE

1. Commencement of Proceedings

a) Proceedings to dismiss a tenured faculty member for adequate cause may be commenced by a complaint, addressed to the Chairman of the Grievance Committee, signed by the Vice President for Academic Affairs and either the dean or the department chairman with administrative responsibility over the faculty member concerned. The complaint shall set forth the grounds alleged to constitute adequate cause for dismissal. A copy of the complaint shall be delivered in hand to the faculty member concerned or shall be sent by registered mail to his residence. A copy of the complaint shall also be sent to the Chairman of the Executive Committee of the Faculty Senate.

b) Proceedings may also be commenced by a petition, setting forth the grounds alleged to constitute adequate cause for dismissal and signed by a majority of the tenured faculty of the school or college of the faculty member concerned, or twenty tenured members of that faculty, whichever is the lesser. A copy of the executed petition shall be delivered in hand to the faculty member concerned or sent by registered mail to his residence. Copies shall also be sent to the Chairman of the Grievance Committee, the Chairman of the Executive Committee of the Faculty Senate, and the Vice President for Academic Affairs.

c) Within twenty calendar days of the receipt of the complaint, the faculty member concerned shall reply in writing, sending copies of the reply to the Chairman of the Grievance Committee, the Chairman of the

Executive Committee of the Faculty Senate and to the Vice President for Academic Affairs. The reply shall set forth with particularity the position of the faculty member concerned with respect to each allegation of the complaint.

2. Hearing Committee

a) Upon receipt of the complaint, the Chairman of the Grievance Committee shall, with the advice of the Executive Committee of the Faculty Senate, appoint a Hearing Committee of six members from among the members of the Grievance Committee.

b) No member of the same department as the faculty member concerned and no one who has signed a petition seeking his dismissal shall sit on the Hearing Committee. The faculty member concerned may disqualify two members of the Hearing Committee by peremptory challenge. He may also seek to disqualify a member of the Hearing Committee for cause. The Grievance Committee shall hear and decide any challenges for cause. The Chairman of the Grievance Committee shall fill any vacancies on the Hearing Committee created by challenges.

c) When all challenges have been decided and vacancies filled, the Hearing Committee shall convene, establish a schedule for the hearings, and elect a chairman from among its members to preside during the formal proceedings.

d) Unless waived by the faculty member concerned, all of the members of the Hearing Committee shall be present during the hearings and the deliberations of the Committee.

3. Procedure for Hearings

a) The procedure for the hearings shall be the same as provided in Part F. PROCEDURES FOR THE IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE, except that the hearing shall be closed on the motion of the faculty member concerned and the Hearing Committee may recommend the dismissal of the faculty member concerned only by the affirmative vote of two-thirds of its members.

4. Appeals

a) The faculty member concerned may appeal the decision of the Hearing Committee in accordance with the procedures provided in Part F. PROCEDURES FOR THE IMPLEMENTATION OF ARTICLE X OF THE FACULTY CODE.

5. Attorneys' Fees and Expenses

a) Regardless of the outcome of any proceedings conducted pursuant to this Part, the University shall reimburse the faculty member concerned for the reasonable attorneys' fees and expenses actually incurred by him in his defense.

1. The purpose of this document is to provide information regarding the security of the system.

2. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system.

3. The purpose of this document is to provide information regarding the security of the system.

4. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system.

5. The purpose of this document is to provide information regarding the security of the system.

6. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system. The purpose of this document is to provide information regarding the security of the system.

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

March 3, 1976

The Faculty Senate will meet on Friday, March 12, 1976, at 2:10 p.m., in the Faculty Conference Room on the sixth floor of Lisner Hall.

AGENDA

1. Call to order

2. Minutes of the regular meeting of February 13, 1976

3. Old Business:

Reintroduction and further consideration of Resolution 73/7, "A RESOLUTION APPROVING REVISIONS TO THE FACULTY CODE AND ORDINANCES," Professor Russell B. Stevenson, Jr., Chairman, Professional Ethics and Academic Freedom Committee

4. Reports:

(a) Commission on Equal Opportunity, Marianne Phelps, Chairwoman

(b) Election of Special Committee in the case of Lee S. Bielski, Associate Professor, Department of Speech and Drama, concerning alleged infringement of rights or privileges under the Code and Ordinances, Faculty Procedures for the Implementation of Article IX, A.2. Preliminary Proceedings; nomination by the Executive Committee: Professor Eva M. Johnson, Psychology (Temporary Chairman); Assistant Research Professor Linda L. Gallo, Biochemistry; and Professor Edwin J. B. Lewis, Accounting *Prof. Elyse Fenster, Law*

5. General Business:

(a) Annual Reports: Public Ceremonies Committee, Fiscal Planning and Budgeting Committee, Student Financial Aid Committee, Educational Policy Committee, Physical Facilities Committee, Executive Committee

(b) Approval of dates for regular Senate meetings in the 1976-77 Session recommended by the Executive Committee as follows: March 12, 1976, April 9, 1976, May 7, 1976, September 10, 1976, October 8, 1976, November 12, 1976, December 10, 1976, January 21, 1977, and February 11, 1977

(c) Nomination and election of Senate Standing Committees

6. Brief Statements

7. Adjournment



Robert Gebhardttsbauer
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

THE FACULTY SENATE - 1976-77 SESSION

The Faculty Senate meetings for the 1976-77 Session will be held on the second Friday of each month (exceptions: May and January) as follows:

March 12, 1976
April 9, 1976
May 7, 1976
September 10, 1976
October 8, 1976

November 12, 1976
December 10, 1976
January 21, 1977
February 11, 1977
The 1977-78 Session begins March 11, 1977

Ex Officio Members (stated by the Faculty Organization Plan):

Elliott, Lloyd H.	President
Bright, Harold F.	Provost and Vice President for Academic Affairs
Gebhardtshauer, Robert	Registrar

Ex Officio Members (appointed by the President):

Birnbaum, Philip S.	Dean, Administrative Affairs, The Medical Center
Kramer, Robert	Dean, National Law Center
Liebowitz, Harold	Dean, School of Engineering and Applied Science
Linton, Calvin D.	Dean, Columbian College of Arts and Sciences
Sapin, Burton M.	Dean, School of Public and International Affairs
Solomon, Henry	Dean, Graduate School of Arts and Sciences
Tillman, Rodney	Dean, School of Education
Vaill, Peter B.	Dean, School of Government and Business Administration

Schwartz, Teresa M. Parliamentarian, National Law Center

<u>Elected Members:</u>	<u>Term Expires</u>	<u>School or College</u>
Adams, Elizabeth B.	1977	Government and Business Administration
Amling, Frederick	1978	Government and Business Administration
Cassidy, Marie M.	1977	Medical Center
Cottrell, Raymond S., Jr.	1977	Education
Davison, Roderic H.	1978	Columbian College
Elliott, Charles F.	1977	Public and International Affairs
Ferster, Elyce Z.	1978	National Law Center
Fox, Raymond R.	1978	Engineering and Applied Science
Ginsburg, Gilbert J.	1978	National Law Center
Griffith, William B.	1977	Columbian College
Kirsch, Arthur D.	1977	Columbian College
Kurtz, Frederick C.	1977	Government and Business Administration
Kyriakopoulos, Nicholas	1978	Engineering and Applied Science
Morgan, John A., Jr.	1978	Columbian College
Naeser, Charles R.*	1977	Columbian College
Pierpont, Howard C.	1977	Medical Center
Plotz, Judith Ann A.	1978	Graduate School of Arts and Science
Reesing, John P., Jr.	1978	Columbian College
Rockoff, S. David	1978	Medical Center
Schiff, Stefan O.	1978	Columbian College
Schmidt, William E.	1977	Columbian College
Smith, Joseph B., Jr.	1977	Engineering and Applied Science
Snodgrass, Jeanne E.	1978	Education
Stevenson, Russell B., Jr.	1977	National Law Center
Vontress, Clemmont E.	1977	Education
Wood, Reuben E.	1978	Columbian College

*to 6/1/76; Jones, Robert G., to fill unexpired-term.

THE GEORGE WASHINGTON UNIVERSITY

FACULTY SENATE COMMITTEE ON
PUBLIC CEREMONIES

Annual Report 1975-6

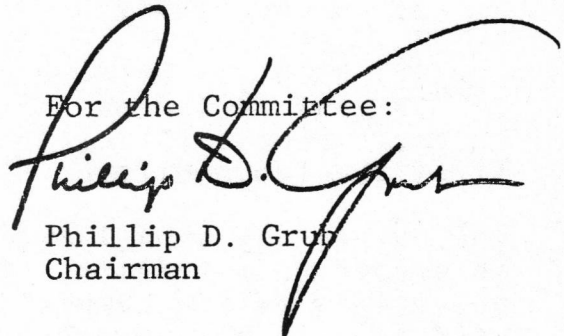
The Senate Committee on Public Ceremonies held 6 meetings during the 1975-76 year. Various nominations for honorary degrees were considered, approving 8 nominations, deferring action on 5 nominations, and voting not to recommend 3.

Professor Joan Regnell has served as Chairman of the Subcommittee responsible for screening nominees for honorary degrees. She has been assisted by Professors Dorn McGrath and Ralph Purcell.

Because of University involvement in the Bicentennial Celebration, Professor Elizabeth Tidball was appointed to be the special coordinator for any activities of the committee that might be a part of the overall university commitment to the Bicentennial.

The Committee wishes to thank Miss Gertrude Weitzel, Executive Secretary to the Board of Trustees, for her continued assistance and support as secretary of this committee.

For the Committee:



Phillip D. Grub
Chairman

Committee Members:

Robert E. Baker
Rob B. Eastin
Dorn C. McGrath
Ralph E. Purcell
Joan R. Regnell
Elizabeth M. Tidball
Lynn Distelhorst (student)
John Cicco, Jr. (student)
Jane Lingo (public relations)
ex officio:
Lloyd H. Elliott
Robert Gebhardtshauer
Robert G. Jones

REPORT OF THE FACULTY SENATE'S COMMITTEE ON
FISCAL PLANNING AND BUDGETING
February, 1976

I

The committee views its purpose as being to represent the overall faculty on matters of fiscal planning and budgeting. It may be useful to consider that this responsibility can be discharged in three somewhat different ways:

1. The committee can initiate recommendations concerning budgets and their effect on academic programs.
2. The committee can study any budgetary questions or problems presented to it by administrative officers.
3. Administrative officers and the committee can work together on aspects of fiscal planning and budgetary policy.

Usually these approaches overlap. In this connection his colleagues on the committee acknowledge with thanks the generous cooperation and assistance of Mr. William D. Johnson, Director of the Budget.

At present the committee has five standing subcommittees. These are:

1. Tenure and related matters
2. Productivity
3. Library
4. Relation between academic and nonacademic budgeting
5. Salaries, cost-of-living, early retirement.

In parts II and III of this report some recommendations of the first two subcommittees will be set forth.

The University is a large institution and the fiscal situation is accordingly complex. A substantial fraction of the time and effort of the committee during the past year has been used to gain an understanding of fiscal matters and the budgetary process. For this reason the committee, including its ex officio members, is unanimous in recommending that the Senate in its elections should ensure a large measure of continuity in the committee's membership.

Examples of subjects considered by the committee during the 1975-76 Senate year were:

1. The report of Dr. Arthur Burns to the Consortium on his Academic Planning Project.

2. The dean's statement urging rejection of Senate Resolution 74/12 (concerned with increasing faculty input into the budgetary process).
3. Library budget needs.
4. An expansion proposal from SEAS.
5. Increased budget proposal for GBA.
6. Tenure-nontenure ratios in various departments and divisions.
7. Trends in enrollment figures.
8. Revenue - cost ratios in various departments and divisions.

The committee also sent a letter to all department chairmen asking if they knew of cases of two or more courses of closely similar content being unnecessarily offered, (Senate Resolution 74/7). The response was minimal.

President Elliott met with the committee and with a subcommittee. He also submitted written memoranda (copies attached) raising a number of questions on which he sought the committee's recommendation. The second memorandum has not yet been considered by the committee. The first one was considered by the committee and in due course the chairman sent a provisional response (memorandum attached) to the president. Parts II and III of this report are a portion of this response.

II

RECOMMENDATION FROM SUBCOMMITTEE ON TENURE AND RELATED PROBLEMS

The following report of the Subcommittee on Appointments and Tenure responds to points one and four of the President's memorandum to Reuben Wood as Chairman of the Senate Committee on Fiscal Planning and Budgeting dated November 7, 1975. The Subcommittee recommends for your consideration:

1. As agreed to orally by the President, any formula distributing instructional responsibilities between tenure track and part-time, temporary, or visiting faculty should be developed by the Provost and submitted, together with the data supporting the allocations, to the Senate committee on Fiscal Planning and Budgeting for its comments. The Senate Committee on Fiscal Planning and Budgeting should review the allocation of the formula and report its comments to the President and/or the Senate as appropriate.
2. Any formula developed in accordance with one above should be applied to units larger than a single department.
3. The faculty of each college or school should elect a committee representative of its major programmatic areas to advise and consult with the Dean on any budgetary requests for new faculty (either replacements or net additions). The committee would consider the following alternatives:
 - a) whether an instructional or programmatic need justified the request for funds,
 - b) whether the instructional or programmatic need, if justified, could be satisfied by the hiring of staff who would not be placed in a career tenure track - that is, either part-time, temporary, or visiting faculty.
4. Any new faculty should be hired, except in unusual circumstances, at the beginning academic level.
5. The Senate Committee on Fiscal Planning and Budgeting and the appropriate college or school committees of three above should be consulted on any decision to reduce the number of faculty members filling tenure track positions.

It is recognized that the ultimate authority and responsibility for budgetary decisions rests with the President and the Board of Trustees. However, it is felt that both the Senate Committee on Fiscal Planning and Budgeting and the elected School or College Committees, by bringing together the perspectives of diverse disciplines, can assist the administration in meeting a common problem: the allocation of scarce resources for faculty recruitment. The value of the faculty committees will be no greater than the trust they engender in fairly and impartially undertaking their assigned tasks.

III

RECOMMENDATION FROM PRODUCTIVITY SUBCOMMITTEE

1. A procedure for the taking of an academic audit of departments should be established. The object of the audit would be to determine and evaluate the apportionment of resources, human, physical and financial, to administration, research, teaching, counselling, and other functions required of the department. Significant variations from university norms or the norms of similar departments elsewhere would be noted, and an explanation or justification required in writing or orally by the department being audited.
2. The advantage of an audit procedure over university wide or college guidelines are that it recognizes the diversity of disciplines and their special needs; preserves the initiatives for planning and setting objectives within the department; permits the evaluation to be made in the context of a full dialogue with the department affected; and educates the department as well as the administration. The audit, being essentially a report, compels no automatic or instantaneous changes, but encourages evolution toward an optimum utilization of resources.
3. Experience with the audit procedure should lead within two or three years to a departmental reporting format that would apply university wide, and would encourage more rigorous self-auditing. The refinement of the format for reporting productivity, departmental needs and planning would, in turn, improve the quality of audits and general academic planning by providing a more reliable and useful data base for academic evaluations.
4. Initially, the academic audit should be undertaken in a very small number of departments, perhaps three or four, representing a broad range of productivity performances. The audit should be conducted by a committee with broad representation. The following composition is one possibility: a chairperson appointed jointly by the departmental chairperson and the Senate Committee on Fiscal Planning and Budgeting; a non-departmental academic, appointed by the Vice-President for Academic Affairs; a staff member of the Director of Planning and Budgeting; a member of the department being audited, and appointed by the chairperson of the department; and a non-departmental member with training and experience in a related discipline, appointed by the Fiscal Planning and Budgeting Committee.
5. The Senate Committee on Fiscal Planning and Budgeting has indicated its willingness to undertake the design of the auditing format, in collaboration with the offices of the Vice-President for Academic Affairs and the Director of Planning and Budgeting.

Submitted for the committee by,

Reuben E. Wood

Reuben E. Wood, Chairman

ATTACHMENTS



**THE
GEORGE
WASHINGTON
UNIVERSITY**

Washington, D.C. 20006 / Office of the President / (202) 676-6500

November 7, 1975

MEMORANDUM TO: Chairman Reuben E. Wood
Senate Committee on Fiscal Planning & Budgeting

FROM: Lloyd H. Elliott *Lloyd H. Elliott*

In response to your invitation to meet with the Committee on Monday, November 10, 1975, and to explore ways in which this Committee and its Subcommittee can be of service to the University, I offer the following suggestions:

1. Your advice is requested on a re-examination of the University's present policy on tenure of faculty. It seems to me the institution is rapidly moving toward an all tenured faculty. At least one major division of the institution has already reached that point. As other units do likewise, the University is quite likely to be "locked-in" as to future planning and very much restricted as to changes which may be possible in response to shifts in student interests, research possibilities, or public service programs. To raise a specific question, should some part of the academic budget of each school, college, or academic department be reserved for part-time, temporary, or visiting faculty. If the answer to this question is in the affirmative, then it would be of further help if the Committee could suggest some guideline--50%, 30%, 10%, or other--as a long-range goal. In considering the policy on tenure, I would also appreciate advice on any other aspect of the present policy which you may consider timely.
2. Teaching load and productivity of faculty members are difficult and often misunderstood terms. Even a cursory examination of data now available in the Office of Planning and Budgeting suggests wide variations among and within academic units of the University. Since the academic program is to be a considerable degree the responsibility of the faculty, any advice which your Committee

could give to the University in the way of guidelines which in themselves might point toward short-range objective as well as long-term goals would be appreciated. These matters have a tremendous effect on University costs. We all know, however, that economic and academic factors are often found in collision when productivity is examined. Productivity of faculty however cannot be ignored. While faculties are the most important resource of an educational institution, they also represent the greatest single financial commitment.

3. Advice of your Committee is requested specifically in controlling the proliferation of programs and/or courses. While this matter is a part of number 2 above, I select it out for special attention because we have been unable, it seems, to put an effective brake on the continuing multiplication of offerings. Is there some machinery, procedures which could be established within academic units of the institution, or for the University as a whole, which might be helpful in the years ahead?
4. Given the likelihood of some decrease in enrollment (and thus income), could you suggest a policy for reviewing faculty vacancies?

cc: Members of Committee on Fiscal
Planning & Budgeting

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

January 7, 1976

TO: President Lloyd H. Elliott

FROM: Reuben E. Wood, Chairman *Reuben E. Wood*
Senate Committee on Fiscal Planning and Budgeting

As you are aware, the questions you raise in your memorandum to me dated 11/7/75 have no easy, and probably no satisfactory short-range answers. As a provisional proposal for dealing with some of these problems, particularly those considered in paragraphs 1, 2 and 4 of your memorandum, I forward to you sheets describing possible policies and courses of action. One of these sheets was prepared largely by Professor Bob Park and his subcommittee on productivity and the other by Hugh LeBlanc and his subcommittee on tenure and related matters. The recommendations of these subcommittees were considered by the whole Senate Committee on Fiscal Planning and Budgeting and were adopted as the recommendations of the whole committee after a certain amount of amendment.

The problem you refer to in your paragraph 3 of minimizing unnecessary proliferation of programs and/or courses is, as you recall, one which was addressed by the Senate and made the subject of Resolution 74/7. In an effort to implement this resolution, some months ago our committee authorized me to write to all department chairmen asking them to suggest any courses that they knew of which seemed to them to involve substantial and unnecessary duplication. I wrote to the chairmen and received minimal response. My tentative conclusion is that if this matter is to be pursued effectively it will require a systematic study by some administrative person; however, this committee is still quite willing to help and is receptive to suggestions as to how it can. The problem is partly one of the limited time most of us have to give to the work of the committee.

Again, thank you for coming to our meeting and preparing the 11/7/75 memorandum for us. I trust you will communicate with us whenever you think of any way in which we might be helpful.



THE
GEORGE
WASHINGTON
UNIVERSITY

Washington, D.C. 20052 / Office of the President / (202) 676-6500

February 9, 1976

MEMORANDUM TO: Reuben E. Wood, Chairman
Senate Committee on Fiscal Planning and Budgeting

FROM: Lloyd H. Elliott, President

Following up my visit with you and other members of the Senate Committee and in accordance with our discussion on the matter, I should like to request that your Committee examine at greater length the question of whether or not some part of the academic budget of each school, college, or academic department might be reserved for the support of instruction to be offered by non-tenured faculty. As a trial, let me suggest that you consider a guideline which would peg such part of the academic budget at 20 per cent of the total for instruction. Frankly, I don't know whether that is a good figure or not. It is a point of departure, however, and I would appreciate such recommendations as may come out of the exploration by your Committee of this suggestion. As is true with other matters, I am asking the Director of Planning and Budgeting, Mr. William Johnson, to supply such information on University budgets as may be desirable as you pursue this matter. It goes without saying that I shall be happy to meet with you or with the full Committee at any time such a session may be desired.

cc: Dr. Bright
Professor Morgan
Mr. Johnson

The George Washington University
Faculty Senate

February 23, 1976

COMMITTEE ON STUDENT FINANCIAL AID

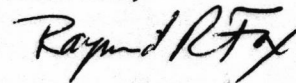
ANNUAL REPORT FOR THE 1975-76 TERM

The Committee met once and discussed the current policies and procedures for awarding of student financial aid. No revisions are recommended. It was noted that the Office of Student Financial Aid seems efficient and responsive to students. The Committee is available for consultation and action on applications for financial aid in those special cases where existing policy and guidelines do not clearly apply. A copy of some guidelines and data is on file in the Senate Office in Rice Hall.

One recommendation the Committee makes is that the University Administration and the Computer Center significantly improve the data processing system available as the Office of Student Financial Aid needs much more information than they currently can obtain. Much hand computation, etc. is currently needed to perform the operations of the office. This is a ridiculous situation that requires some improved attention and resources of the University. For example, it is difficult to know how many awards and how large a total dollar-value are made any year or at any time. This is independent of the recent (one time, we hope) ineffectual computer operations due to change over of equipment.

Respectfully submitted,

Raymond R. Fox



Committee Chairman

Committee Members:

Virginia R. Kirkbride
William M. Reynolds
Daniel D. Roman
David A. Rowley
Mary R. Silverman
William L. Turner
Glenn A. Walker
ex officio:
Joyce I. Dunagan
Maurice K. Heartfield
George W. Stoner

ANNUAL REPORT 1975-76 Term

Faculty Senate Committee on Educational Policy

1. The Committee's agenda for the year included a number of items referred to it by the Executive Committee, several brought to its attention by academic deans or the Registrar, and one major item of continuing business from previous years. Two resolutions were recommended to the Senate, but, of the four subcommittees established, none were able to complete assigned tasks, and it is hoped that three will continue their work in the coming year.

2. Responding to three referrals from the Executive Committee, the Committee as a whole considered and recommended to the Senate or the Executive Committee:

(a) that sponsorship by the Senate of the GW Forum be continued for a three year period, with a full review in the third year (Resolution 75/3), and also recommended a Resolution of Appreciation for Editor-in-Chief Claeysens;

(b) that, if minor changes were made, it saw no difficulty in including faculty among those eligible for the proposed "Presidential Awards";

(c) that in view of the recent action of the Registrar in extending from two to five days the due date for reporting grades after the last examination, no further action be taken now in response to Professor Davison's request to study this policy.

3. The Committee briefly considered the educational merits of the proposed new three week summer session, plans for which were brought to its attention by Dean Long. Since planning and preparation for this were already well advanced, however, the Committee decided to defer further study until evaluation of the first summer's experience could be made, and offered its cooperation to the Dean of the Summer Sessions in setting up such a systematic evaluation.

4. To consider several more complicated matters, in October the Committee organized four subcommittees: **the first, to consider the problem of budgetary disincentives for registration across departmental and school lines, which had been brought to our attention by Dean Vaill, to be chaired by Dr. Peterson;** the second, to consider whether changes in the academic calendar could be made to relieve some present stresses, to be chaired by Dr. Speck; the third, on the problem of course proliferation, to be chaired by Dr. Kenyon; the fourth, to continue to study the problem of assessment of teaching/learning effectiveness, to be chaired by Dr. Griffith.

6. At the final meeting of the Committee, after hearing subcommittee reports, it was decided to combine Dr. Kenyon's and Dr. Peterson's subcommittees into one and ask it and the other two subcommittees to continue their work into the coming year, since none had been able to finish its assigned task and none were ready to report resolutions or recommend actions.

Submitted for the Committee by,

William B. Griffith
William B. Griffith
Chairman

Physical Facilities Committee

Annual Report 1975-1976

During the 1975-1976 year, the Committee engaged in the following activities:

1. Ascertained that requests related to campus physical facilities during 1974-1975 had been responded to within financial and physical restraints.

2. Pursued a faculty member's request regarding classroom utilization. Upon receiving a report of current utilization by day and hour, the committee agreed that a problem existed with regard to high utilization hours and an inability to "even out" utilization. The possibility of offering incentives to classes meeting during low utilization time periods was discussed.

3. At the request of the Architectural Barriers Committee, the Physical Facilities Committee voted unanimously to assume responsibility for reducing architectural barriers on the campus of George Washington University. Subsequent to this, discussions were held with administrative officials working on these problems. A plan was submitted by administrative officials which was satisfactory to the Committee. The implementation of this plan will be followed.

4. Concerning the Master Plan for campus development, the Committee had a presentation by the Committee for the Campus. At this meeting, the Physical Facilities Committee expressed the thought that it could assist in finding a balance among aesthetic considerations and financial considerations with regard to campus development. Furthermore, the Physical Facilities Committee thought it could serve a useful role in coordinating the views of faculty and students, in its advisory role to the administration.

5. During the year, the Committee anxiously awaited the approval of Faculty Senate Resolution 74-10 which was to formalize the advisory roles of the Committee. This would be accomplished by assuring that the Committee would be alerted to planned changes to the campus in time to advise. In a memo, dated December 2, 1975, Senate Resolution 74-10 was rejected by President Elliott as "inappropriate and, therefore, unacceptable."

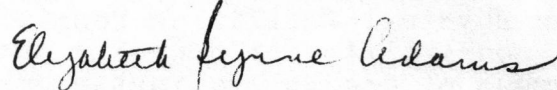
The Committee requested the Faculty Senate to consider this matter and advise the Committee on its perceived role.

On January 23, 1976 after a one hour discussion, the Faculty Senate was unable to offer suggestions on a role for the Committee. It was suggested that perhaps the Faculty Senate had better evaluate its own role.

Subsequently, the Chairman of the Executive Committee forwarded a memo dated February 2, 1976 from President Elliott outlining three areas of activity that the Physical Facilities Committee might deal with. These were discussed but not resolved at the final meeting of the Committee.

6. Because physical facilities on the campus have become a University issue and a public issue, some continuity of involvement is required in order to facilitate communications among the students, alumni, faculty and administration. After the discussion at the final meeting, it appears that there are avenues that the Committee and administration might pursue. For this reason, it is requested that the present members of the Physical Facilities Committee be reappointed.

Respectfully submitted,



Elizabeth Byrne Adams
Chairman

Committee Members:

Boris C. Bell
Sherwin Greene
Herman H. Hobbs
Robert E. Knowlton
E. Kulawiec
Donald Linkowski
Richard H. Schlagel
Steve Sorkin
Theodore G. Toridis
David G. White
Rupert C. Woodward
Robert E. Dickman, ex officio
Charles E. Diehl, ex officio
John C. Einbinder, ex officio

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

EXECUTIVE COMMITTEE OF THE FACULTY SENATE

ANNUAL REPORT
1975-76 Session

The Executive Committee arranged the agenda for nine Senate meetings held during the 1975-76 session. The attached tabulation of resolutions summarizes the major formal actions taken. Of particular note are Resolutions 75/8 and 75/10 concerning the case of Associate Professor Linda G. De Pauw. In accordance with the requirements of the Code and Ordinances, this matter was dealt with in Executive Session and, therefore, neither the resolutions nor the discussion preceding their adoption appears in the Senate minutes. Final action on this matter is expected to occur at the Board of Trustees' March meeting, after which the Senate's actions will be made public.

The Executive Committee has acted as mediator in several cases of nonconcurrence, all but one of which have been settled without the necessity of a formal recommendation from the committee to the Board of Trustees. One case remains unsettled. Four cases involving alleged violations of rights under the Code were dealt with during the year. The matter of Associate Professor Linda G. De Pauw is referred to above. A Special Committee was elected to consider the case of Associate Professor Sharon Leigh Clark and submitted its final report to the Senate at the December 12th meeting. One case was successfully resolved by the Executive Committee. One remains unresolved and will require the election of a Special Committee at the first meeting of the new session.

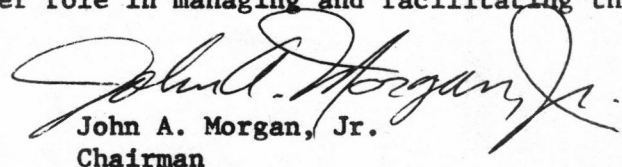
The Executive Committee served as the committee on committees for the Senate, nominating members and chairmen of standing and special committees of the Senate and administrative committees as requested by the President.

The Executive Committee served as an advisory body to the President of the University upon request. In this regard the committee notes that, in accordance with the President's request, it nominated and the Senate elected a select committee to meet with members of the Administration to attempt to reconcile differences over the proposed revisions to the Code and Ordinances. That committee has now completed its work and it is anticipated that final action by the Senate will occur before the end of the spring semester.

The Executive Committee expresses its thanks to all standing and special committees for their contribution to the work of the Senate. Especial thanks go to Professor Russell B. Stevenson, Jr., Chairman, and the members of the Professional Ethics and Academic Freedom Committee for their conscientious and time-consuming service in matters of fundamental importance to all members of the faculty and to the University. The committee thanks the Administration for its cooperation throughout the session. The committee also thanks Ms. Doris Trone for her role in managing and facilitating the business of the Senate.

Executive Committee Members:

Marie M. Cassidy
Frederick C. Kurtz
Charles R. Naeser
Ralph C. Nash, Jr.
Lloyd H. Elliott, ex officio
February 27, 1976


John A. Morgan, Jr.
Chairman

RESOLUTIONS 75-76 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
75/1	3/21/75	A Resolution Concerning University Objectives	Adopted	Referred to University Objectives Committee
75/2	4/11/75	A Resolution to Extend the Joint Committee of Faculty and Students	Adopted	Joint Committee of Faculty and Students extended for one-year period.
75/3	5/2/75	A Resolution to Continue the GW-FORUM	Adopted	GW FORUM extended for three years with a review during the third year by the Educational Policy Committee by written report before further extension is considered by the Senate.
75/4	5/2/75	A Resolution of Appreciation	Adopted	Presented to Professor Astere E. Claeysens as Editor-in-Chief of GW FORUM since its inception in 1969.
75/5	9/12/75	A Resolution to Approve the Charter of The George Washington University Residence Hall Court	Adopted	The charter, as amended, was approved by the Senate September 12, 1975.
75/6	10/10/75	A Resolution of Commendation	Adopted	Presented to President Elliott in recognition of ten years' service to the University.
75/7	10/31/75 (Special Meeting) Continued at 11/14/75 Senate Meeting continued at	A Resolution to Consider the Report of the Hearing Committee in the Matter of Associate Professor Linda G. De Pauw	Defeated	Resolution 75/7 and Resolution 75/8 were considered by the Senate in Executive Session at the 10/31/75, 11/14/75, and 11/21/75 Senate meetings and, therefore, the discussion of the resolutions does not appear in the minutes; the final action by the Senate was reported to the President in the form of Resolution 75/8 by the Chairman of the Executive Committee on November 24, 1975.
75/8	11/21/75 Senate Meeting	A Resolution to Consider the Report of the Hearing Committee in the Matter of Associate Professor Linda G. De Pauw	Adopted	
75/9	12/12/75	A Resolution of Appreciation	Adopted	Presented to the Professional Ethics and Academic Freedom Committee for its service as the Hearing Committee in the De Pauw matter.
75/10	12/12/75	A Resolution Concerning the Response of the History Department to Resolution 75/8	Adopted	Resolution 75/10 was considered by the Senate in Executive Session at the 12/12/75 meeting; the discussion of the resolution does not appear in the minutes; Resolution 75/10 was forwarded to the President by the Chairman of the Executive Committee.